Department Director (Senior Director, Unclassified, or Elected)

Administrative Support	Senior Executive Mgmt Asst 15
Exec/Administrative Assistant	Senior Exec Asst Dir or State Asst Admin 15 or Unclassified
Chief Deputy Director	Sr Chief Deputy Dir 21 or Unclassified
Deputy Director	Senior Deputy Dir 20 or Unclassified
Bureau Chief	Senior Mgmt Exec 19 or SBA 18
Office Director	Senior Policy Exec or SOA 17
Manager	State Admin Mgr 16

Chief Deputy Director (Senior Chief Deputy Director 21 or Unclassified)

Administrative Support	Senior Exec Mgmt Asst 13
Exec/Administrative Asst	Senior Exec Asst Dpty Dir or State Asst Admin 15
Deputy Director	Senior Deputy Dir 20 or Unclassified
Bureau Chief	Senior Mgmt Exec 19 or SBA 18
Office Director	Senior Policy Exec 18 or SOA 17
Manager	State Admin Mgr 15

Deputy Director (Unclassified or Senior Deputy Director 20)

Administrative Support	Sr Exec Mgmt Asst 13
Exec/Administrative Asst	Sr Exec Asst Dpty Dir or State Asst Admin 15
Bureau Director	Sr Mgmt Exec 19 or State Bur Admin 18
Office Director	Sr Policy Exec 18 or State Off Admin 17
Manager	State Admin Mgr 15

Bureau Director (Senior Mgmt Exec 19 or State Bureau Admin 18)

Administrative Support	Senior Exec Mgmt Asst 11 (Senior Mgmt Exec)
	Exec Secretary 11 (State Bureau Administrator)
Administrative Assistant	Departmental Specialist 14
Overall Bureau Deputy Director	State Bureau Administrator 18
Multiple or Limited Deputy Bureau Dir	State Office Administrator 17
Division Director	State Division Administrator 17
Staff/Program Specialist	Dept Anlst 12/Dept Spl 13/14/15
Manager	State Admin Mgr 15

Deputy Bureau Director (SBA 18 or SOA 17)

Administrative Support	Executive Secretary 10
Administrative Assistant	Departmental Specialist 13
Division Director	State Division Administrator 17
Managers	Dept Mgr 12/13/14/15/16 or State Admin Mgr 15
Staff/Program Specialist	Dept Anlst 12/Dept Spl 13/14

Office Director (Senior Policy Executive 18 or SOA 17)

Administrative Support	Sr Exec Mgmt Asst 11 (Senior Policy Exec)
	Exec Secretary 10 (State Office Administrator)
Administrative Assistant	Departmental Specialist 13
Overall Asst Office Director	State Admin Manager 16
Managers	State Admin Manager 15 **or** Dept Manager 12/13/14/15/16
Staff/Program Specialist	Dept Anlst 12/Dept Spl 13/14

Major Office (Senior Mgmt Exec 19 or State Bureau Admin 18)

Note: To qualify as a Major Office, staff must consist of 100 FTE's, the majority of which are professional.

Administrative Support	Sr Exec Mgmt Asst 11 (Senior Mgmt Exec) or Exec Secretary 10 (State Bureau Administrator)
Administrative Assistant	Departmental Specialist 13
Overall Assistant Director	State Office Administrator 17 or
Multiple or Limited Overall Asst Dir	State Administrative Manager 16
Managers	Dept Mgr 12/13/14/15 or State Admin Mgr 15
Staff/Program Specialist	Dept Anlst 12/Dept Spl 13/14

Division Director (SDA 17)

Administrative Support	Executive Secretary 10
Administrative Assistant	Departmental Specialist 13
Overall Asst Division Director	State Admin Mgr 16
Managers	SAM 15 or Dept Mgr 12/13/14/15/16
Staff/Program Specialist	Dept Anlst 12/Dept Spl 13/14

	State Admin Mgr 16 or	State Admin Mgr 15
Administrative Support	Secretary 8/9	Secretary 8/9
Managers	Dept Mgr 12/13/14/15/16	Dept Mgr 12/13/14/15
Administrative Assistant	Dept Anlst 12	Dept Anlst 12
Staff/Program Specialist	Dept Anlst 12/Dept Spl 13	Dept Anlst 12/Dept Spl 13

Note: All SES and unclassified exempt positions have SEMAs administrative support personnel.

S.E.S./GROUP 4 CLASSES
October 2004

Designated Classification	Minimum	FIXED CONTROL POINT	DEPARTMENT MAXIMUM LUMP SUM AWARD (5%)	STATEWIDE FIXED MAXIMUM LUMP SUM AWARD (10%)*
SENIOR DIRECTOR (22)	$102,472	$142,041	$149,143 7,102	$156,245 14,204
SENIOR CHIEF DEPUTY DIRECTOR (21)	93,073	123,314	129,480 6,166	135,645 12,331
SENIOR DEPUTY DIRECTOR (20)	93,073	117,442	123,314 5,872	129,186 11,744
SENIOR MANAGEMENT EXECUTIVE (19)	73,253	112,052	117,655 5,603	123,257 11,205
SENIOR POLICY EXECUTIVE (18)	73,253	106,257	111,570 5,313	116,883 10,626
SENIOR EXECUTIVE WARDEN (17)	69,948	101,707	106,792 5,085	111,878 10,171
SENIOR EXECUTIVE ASSISTANT DIRECTOR (16)	66,645	97,187	102,046 4,859	106,906 9,719
SENIOR EXECUTIVE ASSISTANT DEPUTY DIRECTOR (15)	66,645	93,101	97,756 4,655	102,411 9,310
STATE BUREAU ADMINISTRATOR (18)	79,816	106,229	111,540 5,311	116,852 10,623
SOCIAL SERVICES DIV. ADMIN (17)	60,084	99,621	104,602 4,981	109,583 9,962
STATE OFFICE ADMINISTRATOR (17) STATE DIVISION ADMINISTRATOR (17)	73,277	99,621	104,602 4,981	109,583 9,962
STATE ADMINISTRATIVE MANAGER (16)	66,645	93,057	97,710 4,653	102,363 9,306
STATE ASSISTANT ADMINISTRATOR 15) STATE ADMINISTRATIVE MANAGER (15)	60,084	86,425	90,746 4,321	95,068 8,643

*Any amount that exceeds five percent (5%) of the employee's base salary and any amount that exceeds the department maximum lump sum amount, must be submitted to the State Personnel Director for review and approval.

SENIOR EXEC MGMT ASSISTANT/EXEC ASSISTANT AND EXECUTIVE SEC/SECRETARY
OCTOBER 2004

DESIGNATED CLASSIFICATION	MINIMUM	FIXED CONTROL POINT	DEPARTMENT MAXIMUM LUMP SUM AWARD (5%)	STATEWIDE FIXED MAXIMUM LUMP SUM AWARD (10%)*
Senior Exec Mgmt Asst (9)	$33,283 (15.94/hr)	$41,885 (20.06/hr)	$43,979 2,094	$46,074 4,189
Senior Exec Mgmt Asst (11)	33,993 (16.28/hr)	45,852 (21.96/hr)	48,145 2,293	50,437 4,585
Senior Exec Mgmt Asst (13)	37,605 (18.01/hr)	52,680 (25.23/hr)	55,314 2,634	57,948 5,268
Senior Exec Mgmt Asst (15)	42,491 (20.35/hr)	62,055 (29.72/hr)	65,158 3,103	68,261 6,206
Executive Secretary 12	37,605 (18.01/hr)	49,193 (23.56/hr)		
Executive Secretary 11	35,287 (16.90/hr)	45,852 (21.96/hr)		
Executive Secretary 10	34,222 (16.39/hr)	43,493 (20.83/hr)		
Secretary 9	33,283 (15.94/hr)	41,885 (20.06/hr)		
Secretary E8	32,573 (15.60/hr)	39,213 (18.78/hr)		

Pay rates listed are for confidential coded classes

*Any amount that exceeds five percent (5%) of the employee's base salary and any amount that exceeds the department maximum lump sum amount, must be submitted to the State Personnel Director for review and approval.

DEPARTMENTAL MANAGER/SPECIALIST
OCTOBER 2004

CLASSIFICATION	MINIMUM PAY	MAXIMUM PAY	CLASSIFICATION	MINIMUM PAY	MAXIMUM PAY
Dept'l Manager 16	$62,055 (29.72/hr)	$85,378 (40.89/hr)			
Dept'l Manager 15	54,706 (26.20/hr)	76,066 (36.43/hr)	Dept'l Specialist 15	$54,706 (26.20/hr)	$76,066 (36.43/hr)
Dept'l Manager 14	48,776 (23.36/hr)	68,361 (32.74/hr)	Dept'l Specialist 14	48,776 (23.36/hr)	68,361 (32.74/hr)
Dept'l Manager 13	44,119 (21.13/hr)	62,055 (29.72/hr)	Dept'l Specialist 13	44,119 (21.13/hr)	62,055 (29.72/hr)
Dept'l Manager 12	41,113 (19.69/hr)	56,877 (27.24/hr)	Dept'l Analyst 12	41,113 (19.69/hr)	56,877 (27.24/hr)

Note: Some Departments are authorized to utilize Pay for Performance (PP after class title, different class code) classes.